



Human
Capital
Institute

The Global Association
for Strategic
Talent Management

Embedding Employee Recognition, Motivation and Belonging

Yuri W. Ramirez

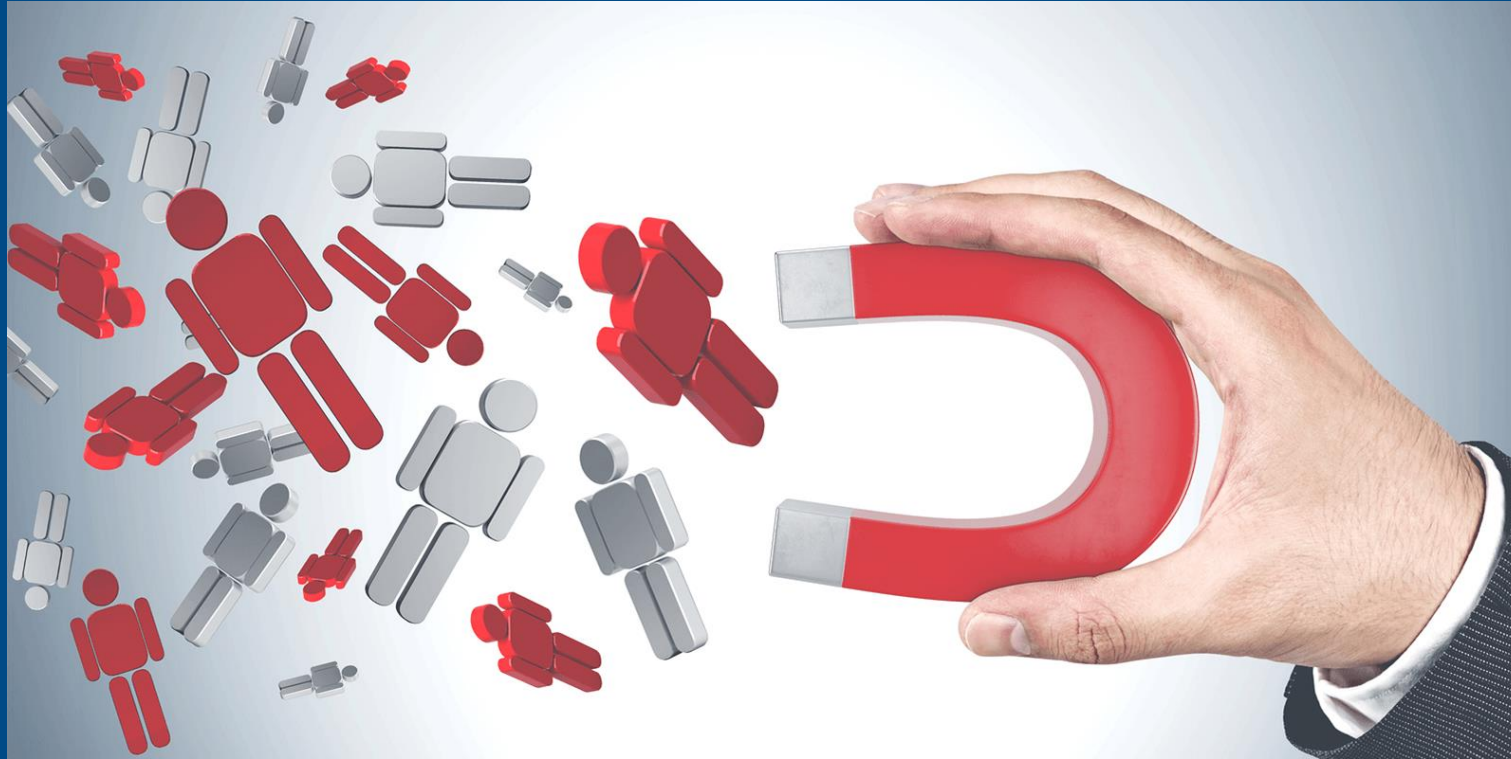
A graphic consisting of several blue squares of varying sizes and shades, arranged in a stepped pattern.

intel®

Agenda

- **The Trend**
- **Engagement Strategy**
- **Corporate Responsibility, ERGs and other resources**
- **Takeaways**

It is a HOT talent market ...



You hire someone ...



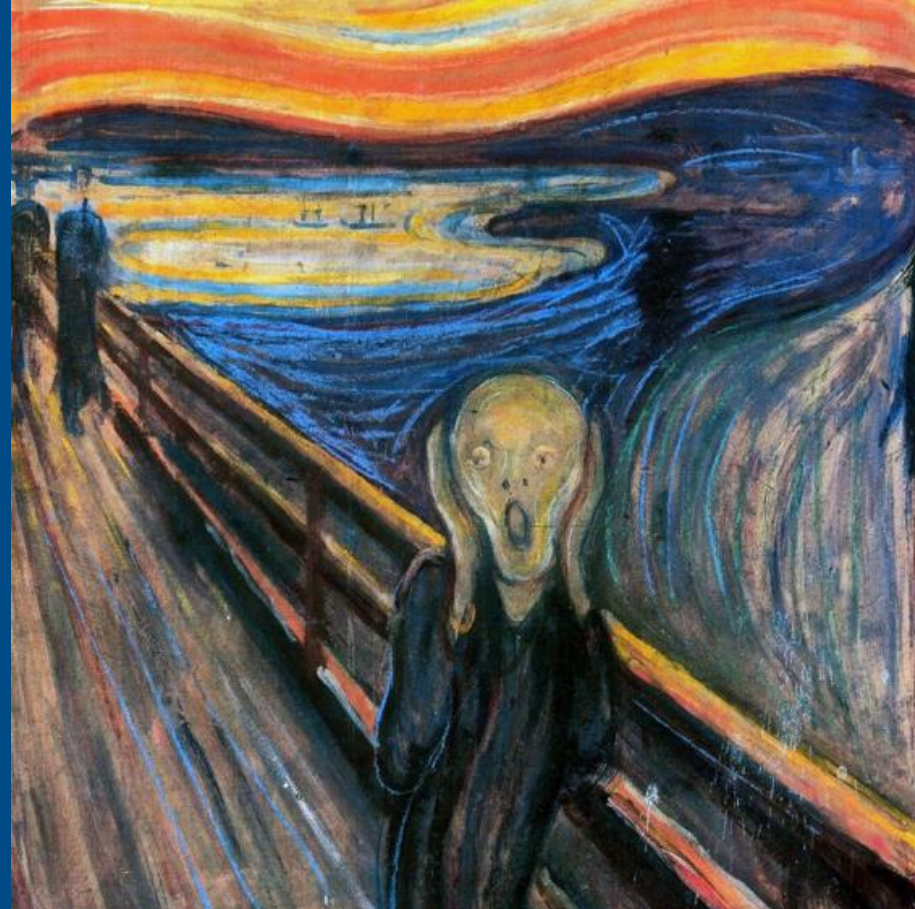
The Corporate Ladder



In reality, it is more like ...



Sometimes employees feel like ...



Strategy in a Page: Global Engagement Program Office

- Mission: To attract and retain the best talent by offering the best **employee engagement** experience which will lead to enhanced productivity from our employees and will lead Intel to be best technology company in the world.

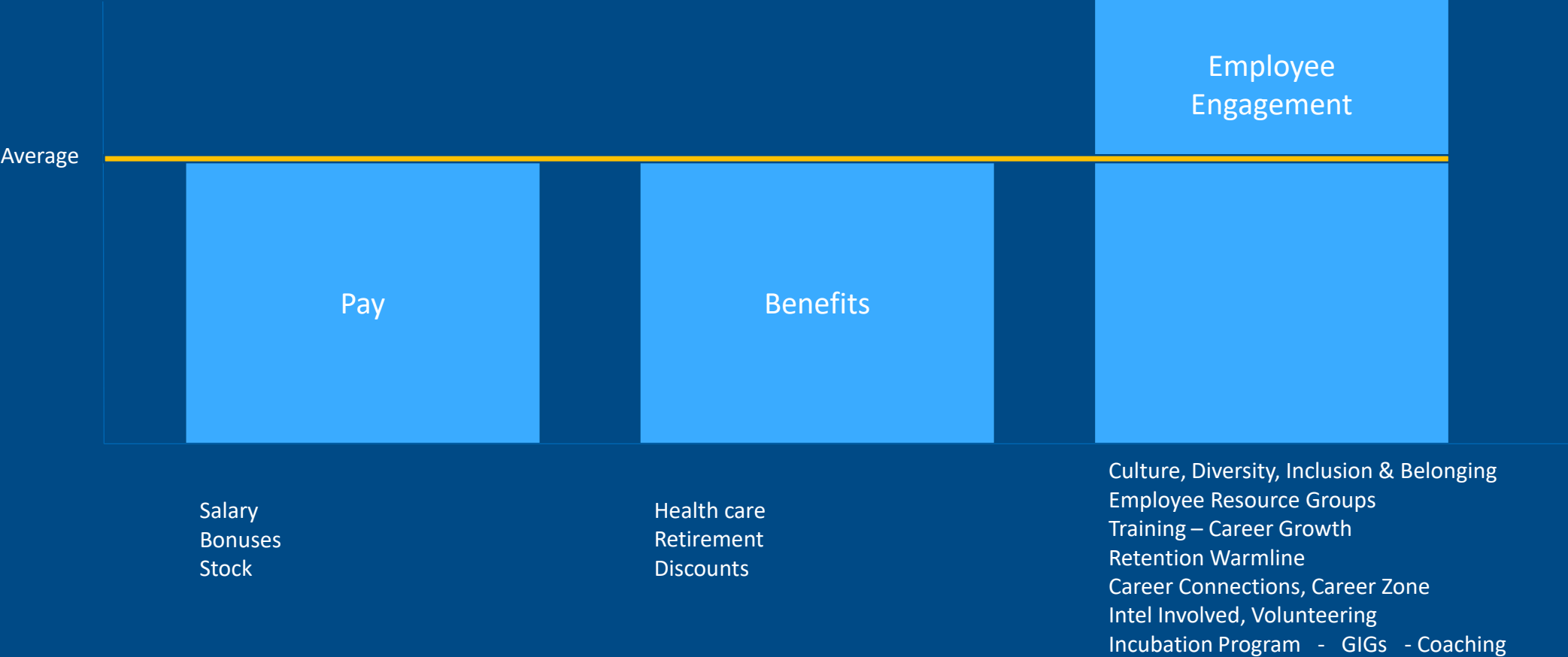


Global Engagement Program Office: Our Mission is to attract and retain the best talent by offering the best **employee engagement experience (from Integration, Development, Progression, Inclusion/Belonging), which will lead to enhanced productivity from our employees and will lead Intel to be best technology company in the world.**

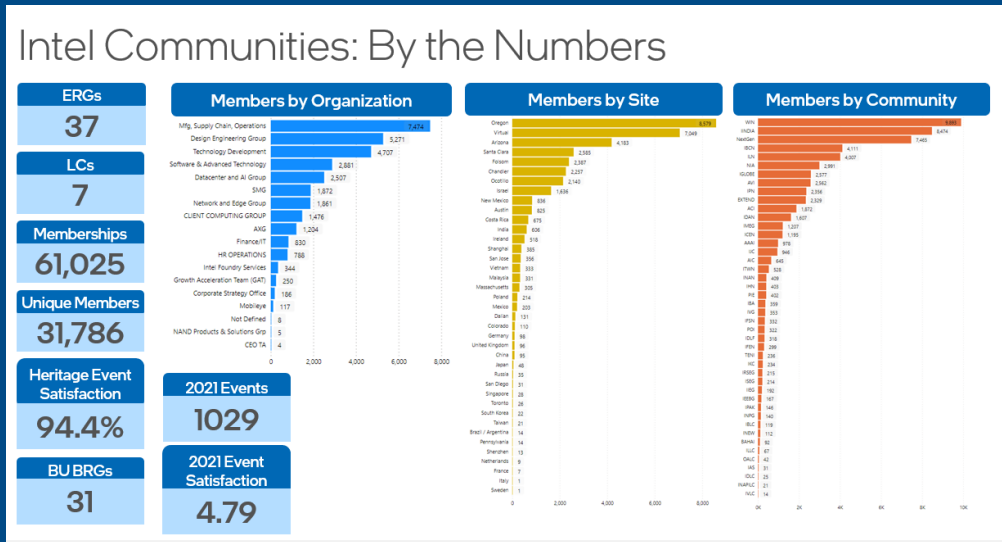
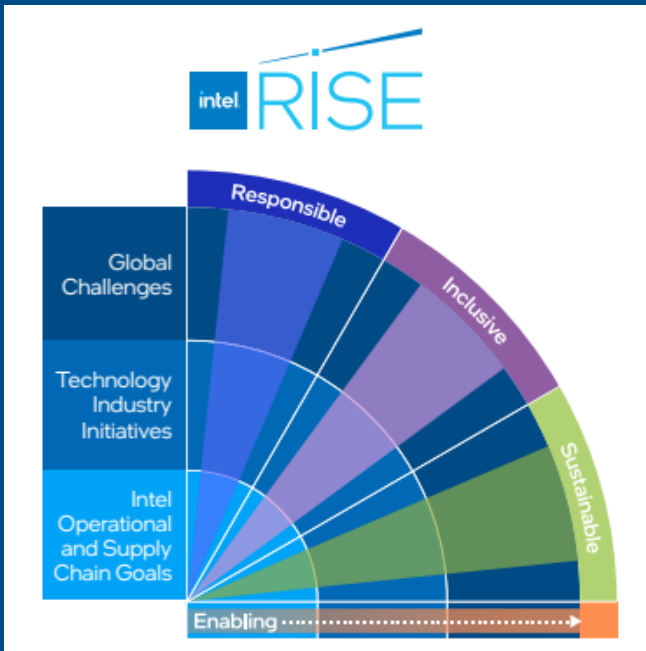


Engagement IS THE differentiating factor

Normalized benefits of being an Intel Citizen as compared to our competitors



Engaging with Employees



Employee Inclusion Survey

RISE 2030: [Link](#)
 2021-22 CSR Report

Employee Inclusion Survey Results (Shown percentage of favorable response)

Question	Global Employees				US Employees					
	All	Women	LGBT+ Employees	Employees with Invisible Disability	All	URM	Hispanic or Latinx	American Indian or Alaska Native	Black or African American	Black or African American Women
There are visible role models like me at Intel	80%	77%	52%	66%	74%	63%	66%	65%	56%	40%
My manager values diverse talents, beliefs, backgrounds, and experiences	89%	90%	83%	86%	87%	86%	86%	85%	84%	80%
Intel provides a safe and inclusive workplace for people like me	90%	90%	81%	81%	85%	83%	86%	77%	78%	71%
There is fairness in the Insights/Rewards process	72%	72%	66%	64%	62%	60%	63%	62%	54%	47%
I can be open about who I am and still be successful at Intel	83%	83%	66%	69%	77%	75%	78%	66%	70%	61%

Intel Global Engagement Program Office



Yuri W. Ramirez

Employee Engagement: Integration, Development, Progression, Inclusion/Belonging

Our Mission is to attract, develop and retain the best talent by offering the best employee engagement experience (from Integration, Development, Progression, Inclusion/Belonging), which will lead to enhanced productivity from our employees and will lead Intel to be best technology company in the world.



Kimberly Smieja

The [Warmline](#) is our confidential support service currently available to all U.S., Costa Rica, Mexico, Israel, Malaysia, Germany and Poland employees. We partner with you to guide you through challenges in areas such as Career Progression, Belonging/Integration, Job Skills Alignment, and Employee-Manager Connection.



Tiffany Pany

Intel [Communities](#) are the 35+ Employee Resource Groups (ERGs) and Leadership Councils (LCs) organized around race, national origin, gender identity, parenthood, diverse abilities, education, faith & beliefs, and other common affinities. These groups are open to all blue badge employees. They support our diversity and inclusion strategy and RISE 2030 corporate goals by building an environment of inclusion and enthusiasm for Intel as a great place to work.



Joanne Watson

The [Inclusion](#) & Global Scaling office owns the strategy and execution of our Inclusion strategy and the task of expanding it around the globe. Intel is dedicated to creating an inclusive environment where you can thrive and accomplish your best work.

Short term development assignments

GIGS

[goto/workday](https://www.intel.com/go/workday)

Expert advice on career related topics

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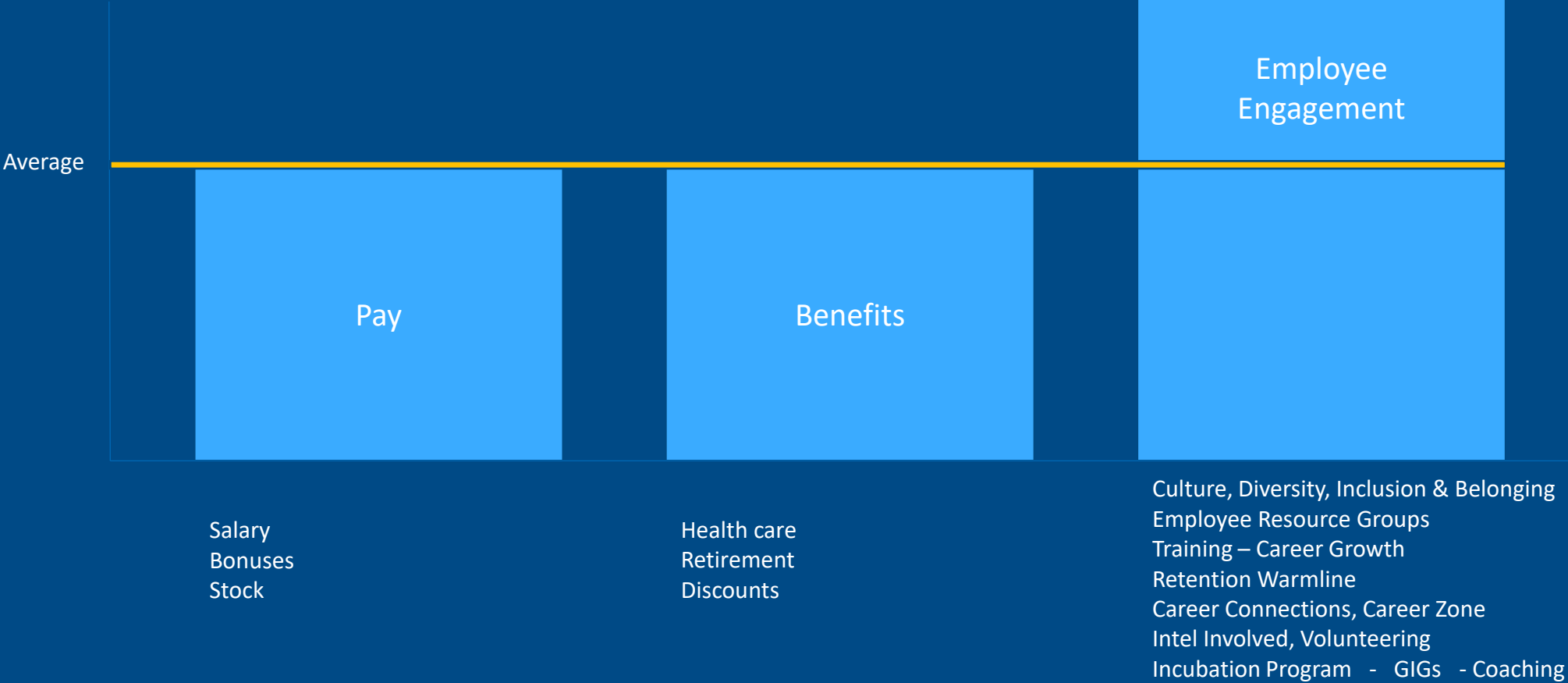


Summary and Takeaways ...



Engagement IS THE differentiating factor

Normalized benefits of being an Intel Citizen as compared to our competitors



Takeaways

- Engagement IS the differentiating factor
- Employee engagement is no longer an extra perk, is a must in a very competitive talent market
- Survey your employees, ask what they want, how they feel, what are the gaps
 - Remote and/or hybrid work environment is very valued
 - Recognition is VERY important
 - Involve the Managers!
- ERGs! Promote them, and use them as an onboarding, development and retention engine.
- Create a sense of belonging for ALL Employees



Dawn Jones

Chief Diversity and Inclusion Officer and Vice
President of Social Impact at Intel Corporation

“When you create an environment where different opinions, perspectives and backgrounds are embraced, you get more creativity and collaboration—and that’s good for any **business.**”



Yuri W. Ramirez



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